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Country: Malaya
Subject: Wage Rates and Level of Earnings
for Rubber Estate Workers for the
Quarter 1 January to 31 March 1954

Place Acq:

Date Acq:

Date of Info: 23 Jan 54

DOCUMENTARY

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THE MALAYAN PLANTING INDUSTRIES EMPLOYERS' ASSOCIATION.
(Registered under the Trade Unions Ordinance)

P.O. Box 1063, K.L.

Directive No. 1/54 (MN)

23rd January, 1954.

To: ALL MEMBERS/MEMBERS' NOMINEES.

WAGE RATES AND LEVEL OF EARNINGS FOR RUBBER ESTATE WORKERS
FOR THE QUARTER 1st JANUARY, 1954 TO 31st MARCH, 1954.

1. Council directs that, as from 1st January, 1954, the wage rates and level of earnings of rubber estate workers shall be as set out hereunder.

STANDARD RATES.

Contract Tappers	-	\$2.55
Checkroll Tappers	-	\$2.25
Field Workers	-	\$1.95

N.B. Women and youths employed as field workers and youths and girls under 16 years of age employed as learners on check-roll tapping are eligible only for four-fifths of the rates prescribed.

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25X1A

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25X1A

- 2 -

2. TASKS AND CONTRACT TAPPERS' RATES SHALL BE AS FOLLOWS:-

<u>Half circumference</u> <u>(Renewed bark or equivalent)</u>	<u>Rates for 1st Quarter,</u> <u>1954 in cents per day.</u>
600	310
575	300
550	295
525	285
500	275
475	265
450	255
425	245
400	235
375	225
350	215
325	205
300	195
275	185
250	175

3. TASKS AND CHECKROLL TAPPERS' RATES SHALL BE AS FOLLOWS:-

<u>Half circumference</u> <u>(Renewed bark or equivalent)</u>	<u>Total wage in cents</u> <u>per day.</u>
450	225
425	220
400	210
375	205
350	195
325	190
300	180
275	165
250	160

4. CONDITIONS: The wages and level of earnings of Contract and Checkroll tappers as set out herein are based on the following assumptions:-

- (a) that the task consists of 450 R.B. trees tapped on the half circumference or equivalent actually tapped subject to (b) and (c) hereunder. Where the number of trees is greater or less than 450 renewed bark trees, the wage or level of earnings shall be adjusted in accordance with the scale set out in paragraphs 2 and 3 of this Directive.
- (b) that the land is flat or undulating.

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25X1A

- 3 -

- (c) that existing State/Settlement and local differentials approved by Council shall continue.
 - (d) that contract tappers shall be advised in advance of the rates they will be paid per pound of latex or rubber brought in, and that the rate shall be such as will enable a worker to earn the wages set out in paragraph 2 of this Directive.
 - (e) that Checkroll Tappers shall be paid the relevant wage shown against the appropriate task actually tapped as defined in paragraph 3 of this Directive.
5. **FIELD WORKERS:** The rates for Field Workers are based on an eight hour day, and women and youths under 16 years of age are entitled to four-fifths of the standard rate quoted (viz: 155 cents). If less than eight hours are worked, the rate payable should be reduced proportionately. An eight-hour day is defined by the Association as eight hours of work but is generally interpreted as eight hours from the time a worker leaves the muster ground in the morning to the time he finishes his allotted task or has completed the specified period of labour but excluding the time taken to return to the muster ground or his dwelling.
6. Individual estates or small groups of estates cannot deviate from these rates without the express permission of their State or Settlement Committees who, in turn, are bound by the delegated powers set out in Circular No.5/53 (MN) dated 23/4/53.
7. It is recommended that the earnings and wages of other categories of workers (other than Estate Asian Staff) which are not covered by this Directive be similarly adjusted.
8. ALL members should advise their workers of these wage rates before the 1st February, 1954. They will, of course, operate from 1st January, 1954.

S/S R.G.D. HOUGHTON
(R.G.D. Houghton)
Secretary/Executive Officer.

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- 54 -

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